

AHC FACULTY CONSULTATIVE COMMITTEE

December 9, 2010

Minutes of the Meeting

[In these minutes: Faculty Gender Issues/Disparities, Academy for Excellence in the Scholarship of Teaching and Learning, *Dialogue of the Day*, December 13 AHC FCC/Collegiate Chairs Luncheon, Spring Forum]

These minutes reflect discussion and debate at a meeting of a committee of the University of Minnesota Senate; none of the comments, conclusions, or actions reported in these minutes reflect the views of, nor are they binding on, the Senate, the Administration, or the Board of Regents.

Present: Colin Campbell, (chair), Stephen Downing, Cynthia Gross, George Maldonado, Paul Olin, Ned Patterson, Cheryl Robertson

Regrets: Susan Berry

Others attending: Vernon Weckwerth

Guest: Associate Vice President for Education Barbara Brandt

I). Professor Campbell called the meeting to order and welcomed all those present.

II). Members unanimously approved the November 11, 2010 minutes.

III). Professor Campbell welcomed Associate Vice President for Education Barbara Brandt, who was invited to provide information about AHC faculty gender differences in promotion and tenure. To set the stage for this discussion, Dr. Brandt began by relaying general information about promotion and tenure and referenced the Promotion and Tenure Report she and Brianne Keeney, academic and policy analyst, compiled, which had previously been electronically sent to members along with today's agenda.

The report, noted Dr. Brandt, contains information on the 2002 – 2010 promotion and tenure process in the AHC schools during Dr. Cerra's administration. The report includes data regarding faculty numbers and tracks, the status of the 7.12 promotion and tenure revision process, the evolution of and current procedures for managing promotion and tenure, and recommendations for the future. From the report, one can extrapolate that when the AHC are examined together, females are appointed to clinical track more than tenure-track positions. Dr. Brandt noted that beginning in January 2011, the Office of Education will no longer be responsible for AHC promotion and tenure, which had fallen under the jurisdiction of the AHC Office of Education to support Dr. Cerra's role in this process of decision-making and making recommendations to the Provost since 2002. Instead, the AHC promotion and tenure process will be handled out of the Office of the Senior Vice President for Academic Affairs and Provost.

The AHC Task Force on Clinical Faculty is in the process of drafting a final report, stated Dr. Brandt, which will include, among other things, specific recommendations for how promotion and tenure of clinical faculty should be handled. The task force, comprised of representatives from each of the six health science schools, has spent several months collecting information about how each of the AHC schools handles promotion and tenure. From the information that has been collected, noted Dr. Brandt, it is clear that many clinical faculty are not promoted, and/or do not believe they are not getting the type of mentorship they deserve in order to be promoted or career successful. Some clinical faculty report feeling threatened in terms of culture and status within their schools and some reported they are concerned their positions are at risk. With that said, the role of clinical faculty in terms of their teaching mission and the amount of clinical revenue and grant funding they generate for the University does not synch up with the fact that a number of these scholars do not perceive themselves as having a voice in their respective schools. It is important to keep in mind, noted Dr. Brandt, the status of clinical faculty varies by school as each school has its own practices and policies.

Given the tenure-track gender disparities, stated Dr. Olin, it is his opinion that the schools should have a faculty/personnel plan and map out what each school's faculty should look like. Dr. Brandt agreed and noted that the schools should have an academic personnel plan. With that said, there are variations in the nature of these [plans] across schools.

Dr. Brandt also reported that over the course of the last 18 months a database for capturing assistant professor data out of PeopleSoft has been created. This data will provide each school with information on the number of tenure-track assistant professors they have, how many clinical faculty they have, etc.

Professor Weckwerth stated that in his opinion personal preference plays a role in the promotion process, and that there are gender differences in preference. Dr. Brandt stated that the AHC Task Force on Clinical Faculty plans to recommend finding out why personal preference is playing a role in the appointment process.

Professor Campbell stated that while the clinical scholars discussion is very important and interesting, he requested that the committee and Dr. Brandt focus on faculty gender issues and disparities, which is on the agenda. Dr. Brandt explained that it is difficult to separate the two issues because gender disparities and the clinical faculty discussion are inter-related. Because only two members, Professor Berry, task force co-chair, and Professor Gross, have had the benefit of reading a draft of the task force's report, stated Professor Campbell, he would prefer deferring the clinical faculty discussion until all members have had an opportunity to read the report.

Professor Campbell asked whether there are gender targets/guidelines, for example, for each of the schools. Professor Gross stated that there are targets all the way down to the department level. Having said that, noted Professor Gross, the question she has is whether men are more likely to get promoted than women or are there just more men in the system. It would be helpful to see data on the percent of faculty who were eligible for promotion. Dr. Brandt stated that this question once again raises the clinical faculty

issue. The AHC Task Force on Clinical Faculty is still analyzing the information it collected, but based on what has been uncovered so far, there are a number of clinical faculty (many of whom are women) who do not believe they are being mentored appropriately for promotion.

Professor Maldonado reiterated a question raised earlier by Professor Gross and asked whether there is a gender disparity in terms of promotion between male and female faculty who want to be tenured or tenure-track. Dr. Brandt stated an issue is what are the decisions about appointments to the different tracks and transfer between tracks after the initial appointment. If it is an option, are these faculty choosing to be tenured or tenure-track? Professor Gross stated that she would like to know if there is evidence that tenure-track females are less likely to be promoted. Is there a disparity between male and female faculty when it comes to promotion?

Dr. Brandt stated that promotion is only one of several issues. She said that the data she is analyzing now shows that the number of people who are being appointed to tenure-track positions are decreasing in the health sciences. This is a national trend. There are departments in the Medical School, for example, that have no probationary faculty at the assistant professor level at this time. Dr. Brandt acknowledged that while she was invited to talk about gender issues/disparities in the AHC, to really understand this issue other related issues must be taken into consideration. For example, at the 2009 fall faculty forum, younger faculty discussed their skepticism regarding tenure and the process and the meaning in their lives and careers.

Professor Robertson stated that the issue for her is that in the School of Nursing the clinical track designation is a catch all category, and often has nothing to do with clinical work. Instead, it is a category that the School of Nursing uses to put faculty in when they don't know where else to put faculty; it is more or less a holding position.

On behalf of the AHC FCC, Professor Gross requested that Dr. Brandt's office re-analyze the tables in the Promotion and Tenure Report so the question of whether there is evidence of discrimination between male and female faculty when it comes to promotion can be answered. The report, noted Dr. Brandt, only contains information about the dossiers that went through the system, and, therefore, it will not get at this larger question. By the time the dossiers are submitted for promotion, decisions have already been made in the schools that the administration would have no way of knowing about unless it goes into the grievance process. Dr. Brandt asked Professor Gross as well as other members to send her the questions they would like answered in writing. Professor Campbell encouraged members to send Dr. Brandt their questions.

With promotion and tenure being handled out of the Provost's Office soon, will that office continue the same level of analysis that the Office of Education has done with this data, asked Professor Weckwerth? Dr. Brandt stated that data analysis will likely continue, but doubted it would continue at the same level, focusing on the issues specific to the health sciences. Getting at this information was a big project.

Professor Campbell thanked Dr. Brandt for the information she provided the committee.

IV). Moving on, Professor Campbell introduced the next agenda item, the Academy for Excellence in the Scholarship of Teaching and Learning. He asked Dr. Brandt about whether the Academy for Excellence in the Scholarship of Teaching and Learning would be able to serve as its own screening committee. Dr. Brandt stated that she would suggest the committee discuss this topic with Dr. Friedman, vice president for health sciences and dean of the Medical School, to find out whether this award will be continued. Everything the AHC is doing is being examined. Dr. Brandt stated that she believes the Academy for Excellence in the Scholarship of Teaching and Learning has achieved roughly the same critical mass that the Academy for Excellence in Health Research has achieved and could serve as their own screening committee. Last year, noted Dr. Brandt, current inductees reviewed the 2010 applications. She noted that Dr. Friedman will make the final decision about the status of this award.

Professor Downing asked about the status of the teaching track guidelines. Is there an official document with these guidelines? UMD is in the process of hiring for a couple positions, but without these guidelines it makes it impossible to tell applicants how they will be promoted to associate and full professor in a teaching track. Dr. Brandt stated that the Medical School-Duluth guidelines were just approved yesterday, and suggested Professor Downing talk with Dr. Roberta Sonnino, associate dean for faculty affairs, Medical School administration, for more details.

Professor Campbell thanked Dr. Brandt for this information and for attending today's meeting.

V). Professor Campbell engaged members in a discussion about the topic for the *Dialogue of the Day* for the December 15 AHC FCC meeting with Dr. Cerra and Dr. Friedman. At the conclusion of the discussion, members agreed the *Dialogue of the Day* would be to have a candid discussion, which would include concrete suggestions for dealing with the projected budget deficit.

VI). Next, Professor Campbell asked members for their suggestions for the agenda for the Monday, December 13 AHC FCC/collegiate chairs luncheon. Renee Dempsey, Senate staff, stated that last spring the main agenda item for the luncheon was hearing about the important issues each school's faculty governance committees were dealing with. Members agreed that this was a very productive discussion and decided to have this as the main agenda item for next week's luncheon.

VII). Regarding the spring forum, Ms. Dempsey informed the committee that she has been told that Dr. Kaler will not attend formal meetings until he is officially installed as President of the University on July 1, 2011. Until he is seated as President, his visits to campus will largely be used for listening and learning, and he will not be making public speaking engagements until he is in office in July.

Members brainstormed other possible forum topics. After a fairly lengthy discussion, Professor Campbell suggested that rather than thinking about possible

topics, members should decide on a guest speaker because this will drive the process. He asked members to think about who they would like to have as a guest speaker for the forum, and requested Ms. Dempsey to follow-up with an email to collect member's suggestions.

Professor Gross suggested as a topic – *What is the Future of the Public University?* Again, Professor Campbell asked members to give the forum thought and put forward their suggestions so a decision can be made.

VIII). Hearing no further business, Professor Campbell adjourned the meeting.

Renee Dempsey

University Senate